

# Year-End Chapter Reports 2018-2019

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## Adirondack

Adirondack chapter has had a great year. Our 2018-19 installation of officers' dinner was held June 18, 2018 at Longfellow's Restaurant in Saratoga Springs, NY. Adirondack co-sponsored a joint kayaking and paddle boarding outing with Capital District Women's Bar Association in August of 2018 on Saratoga Lake. A membership mixer was held November 15, 2018 at Argyle Brewing Company in Cambridge, NY and despite the blizzard we experienced that evening, a number of judges from our northern counties joined our members for a fun and relaxed "brew and mingle." AWBA co-sponsored "What Makes Lawyers Happy" CLE with Saratoga County Bar Association and New York State Bar Association on November 29, 2018 and had a sizeable turnout. We sponsored Breakfast with Santa at the Saratoga Festival of Trees, and some of our members volunteer their time at the event. On the third Tuesday of each month AWBA hosts its Domestic Violence Legal Clinic in Glens Falls. We have begun the process of expanding our clinic services to Saratoga Springs through Wellspring, an organization focused on ending relationship and sexual abuse in the communities they serve. We have an upcoming Cause for the Paws event May 9, 2019 to benefit the Saratoga County Animal Shelter. Our 2019-20 installation of officers' dinner will be held June 20, 2019 and we are looking forward to another excellent year.

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## Bronx

The Bronx chapter had had an awesome year. The new leadership for next year will be President Janette Cortes Gomez and Vice President Tenee McKinley Brooks and they will hit the ground running.

Kudos to the Bronx long standing member Lisa Waller who single handedly organized the annual Holocaust Remembrance event, featuring a 92 year old Ukrainian Holocaust survivor and her son, along with the wonderful girl's string orchestra including a member playing the famous "Joe's violin".

The chapter had a wonderful turnout for its first Paint Night in Harlem with wine and snacks sponsored by Prudential. It was an opportunity to destress and discover creative selves. To finish off the month of May the chapter will have an informative financial seminar titled "Women Rock" hosted by Prudential as well as a "mix and mingle" event at the Draft House. Finally they are looking forward to the Installation reception which will be held at Billy's on June 12, 2019.

Overall the Bronx membership has been increasing and the new members have enhanced the vitality and energy of the organization. 2019-2020 here we come!

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## Brooklyn

Yet another dynamic and busy year for the Brooklyn Women's Bar Association! Following the installation of our new team of officers and directors on June 6, 2018, our chapter joined the young lawyer sections of 20 NYC bar associations in a Battle of the Bars on June 12. The teams united in a spirited night of networking and pub trivia, with four finalist teams donating their winnings to their law charity. On July 10, our Young Lawyers Committee ("YLC") arranged a "Paint and Sip" networking event, where 25 women channeled their inner Picasso by painting their own version of Lady Justice in the backyard of Taperia Restaurant in Brooklyn. On September 13, past WBASNY and BWBA President, Administrative Justice Deborah A. Kaplan, now the Administrative Judge of the New York County, Supreme Court, Civil Branch, hosted a lunch networking event as part of our chapter's "Lunch with a Judge" program. At our Membership Party on September 17, past BWBA President, the Hon. Joanne D. Quinones received the Amy Wren Award for her dedication to the law and contributions to the Brooklyn community at large. On September 26, YLC hosted a successful speed networking event, which included one-on-one time with five judges.

Our Hispanic Heritage Celebration with special honoree, Administrative Justice Jeanette Ruiz, Administrative Judge of the NYC Family Court, was held on October 3. We sponsored a lunch networking event with the Hon. Alan D. Scheinkman, Presiding Justice of the Appellate Division, Second Department on October 10. On November 3, our chapter, along with the Staten Island chapter, planned a complimentary joint members' event, our first Professional Women's "Love Myself Day," sponsored by Equinox and Juice Press at the Equinox Fitness Club in Brooklyn, where our members were offered classes, meditation, mini-massages and refreshments. Guided by BWBA Board member, Joanne Minsky Cohen, we successfully raised \$5,150.00 during the Breast Cancer Walk in October. In November in honor of Domestic Violence Awareness Month, we collected and dropped off 52 bags of donations (clothing, shoes, handbags and accessories) to the Hope Program. We also collected 33 cell phones which were donated and refurbished for victims of Domestic Violence. Our year-end Holiday Party on December 12, successfully raised \$3,690.00 for the Safe Homes Project and collected more than 10 bags of toys during the toy drive.

Justice Joanne Quinones and Court Attorney Betsey Jean-Jacques presented a CLE seminar on "Implicit Bias" on January 10, 2019. BWBA continued its popular "Lunch with a Judge" programs with Justice Lara Genovesi on January 17 and Judge Matthew D'Emic on February 27. YLC continued to be very active in 2019. YLC participated in an event at Suistudio on January 10, hosted a CLE about the appellate process on January 22, with Appellate Justice Sylvia Hinds-Radix (2nd Dept.), Appellate Justice Michelle Weston (2nd Dept.) and Appellate Justice Doris Ling-Cohan (1st Dept.), and presented a financial planning event hosted by Ameriprise Financial on January 29. YLC also presented a Heart to Heart event regarding women's health issues on February 13. Due to its popularity, BWBA held another Suistudio Event on February 4 for its membership. BWBA held a successful Judiciary Night on February 11 in the Atrium at Borough Hall. We enjoyed a thought-provoking evening on Broadway at "To Kill a Mockingbird" on February 12. Retired Justice Yvonne Lewis was the special honoree at our Black History Month celebration on February 20th.

BWBA saluted Women's History Month with a CLE program on March 12, "Women, Their Health and the Law: Doctors & Lawyers Discuss the Successes and Pitfalls of Women's Medical Care," and a program, "Celebrating Trailblazers in Sports" on March 20, an event highlighting local women trailblazers in sports. The panel included Kym Hampton, a former WNBA basketball player; Heather Hardy, championship boxer and kickboxer; Hon. Claudia Daniels Depeyster, a golfer for the Black Jewel Ladies Golf Association; and Nzingha Prescod, a US women's foil fencer in the 2018 Olympics. The discussion highlighted the inequality women experience in sports, particularly the large pay gap between men and women. On March 26th, YLC and the Mentorship Committee hosted a networking happy hour event at Kimoto Rooftop Garden Lounge at the Sheraton Hotel in downtown Brooklyn.

On April 11th, we held a CLE program to discuss "Handling Diversity in the Many Faces of Adoption." Speakers included Matthew Skinner, Jeanine Castagna, Esq. and John F.K. Coffey, Esq. The BWBA hosted yet another CLE program on April 22nd: "Raise the Age", that focused on implementation of the new law raising the age of criminal responsibility for youth in New York. We released our inner lumberjacks at an Axe Throwing event sponsored by our YLC at Kick Axe Brooklyn on May 1. On May 13, we held our first ever Asian American Pacific Islander Celebration at the Brooklyn Bar Association where we honored the Hon. Pamela K. Chen. Our elegant 101st year Annual Dinner Dance will be held on May 15, 2019 at Liberty Warehouse. Honorees include the Hon. Kathy Hochul, Lt. Governor; Holly E. Peck, Esq., Principal Law Clerk to the Hon. Dawn M. Jimenez-Salta; and Andrea Bonina, Esq, of Bonina & Bonina, P.C.

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## Capital District

- With over 10 judicial seats up for election this June 2019 – CDWBA has created a judicial questionnaire for all candidates regarding their qualifications and will disseminate it to our membership to assist them in making informed decisions at the polls on June 25<sup>th</sup>.
- Pride Judicial Candidate forum – chance to meet and greet all judicial candidates 6/6/19
- Annual Installation Dinner – 6/4/19
- Several members participating in Albany County Bar Foundation's annual law run – raising money for local organizations that assist victims of domestic violence
- CDWBA member, Rachel Kretser hosted a dinner for participants of WBASNY's annual Lobby Day 5/14/19
- Capital in the News - <https://www.timesunion.com/news/article/Human-trafficking-court-to-serve-Capital-Region-13829265.php> Initiated by the sex trafficking committee
- Sponsored Implicit Bias in the Legal Profession Free CLE – practical guide to recognizing and interpreting implicit bias 4/26/19

- Annual Membership meeting 4/25/19
- Conducted membership survey – what do our members know about us, how can we improve the association 4/10/19
- Classroom Project Committee Annual Earth Day Event – 4/17/19 – members read and did projects with third and fourth graders
- Pres participated in the NY Judicial Institute on Professionalism in the Law Convocation – from law school to practice – all day CLE on instilling professional values in newly admitted attorneys, what the bench, law schools and bar associations can do to help 4/1/19
- Sponsor of Albany Law School's Women of Color in the Profession panel – navigating the system when you're the only/part of the few 3/29/19.
- Cosponsor Free CLE – Judges, Lawyers, & Women's Suffrage Recognizing the Men who stood w/ women on the front lines 3/25
- Annual Judicial Reception – 3/27/19 – celebrating judges in the capital region
- Sponsored Speed Mentoring event at Albany Law – 3/20/19 – individual 5 minute sessions with attorneys and students discussing career interests and other hot topic students want know.
- Annual membership luncheon 1/31/19 – updating the membership on status of the association, upcoming events, encouraging members to join committees etc.
- Ruth Bader Ginsburg Movie Night – members met to watch “On the Basis of Sex” together 1/11/19
- Hosted Celebration of the first LGBT presiding justice Hon. Elizabeth Garry 1/7/19.
- Inaugural Holiday Party and Market – celebration of the season with local vendors for members to purchase all the holiday gifts. Fundraiser and proceeds provided to Pay it Forward – local nonprofit hosting 7 families for the holidays.
- Introduction of membership discounts to our members – partnering with local businesses to provide discounts to our members in exchange for advertising space in our newsletter.
- Assisted the Third Judicial District Gender Fairness Committee with gathering information/nominating female pioneers for documentary on pioneering women attorneys.
- Multibar association networking event – celebrating the election of 3 women of color as the leaders of the Albany County, Black and Hispanic and Capital District Women's Bar Associations (history for the Capital Region) 11/15/18
- Free CLE – Sex Trafficking Committee – Identifying victims of human trafficking in your work 11/15/18
- LGBT Committee Mixer – introducing members to the committee participants, planning LGBT events for the upcoming year. 11/14/18
- Several members volunteered at Albany Law's Veteran's Law Day providing free legal advice to area veterans
- Participated and help organize Albany High School's Annual Youth Law Day 11/2/18
- Several members participated in Albany Law School's domestic violence vigil to raise awareness for victims of dv 10/25/18
- Celebrated the “sweet successes” of the membership – honoring members who have been recently promoted, obtained new jobs or have been elected. 10/2/18
- Brown Bag Lunch Series with area Judges – intimate chat/lunch and learn with the judges who preside in our area – Hon. Mae D'Agostino, Christine Clark, Jennifer Sober and Leslie Stein – June to Sept 2018
- Yoga in the Park summer series – free yoga wellness classes offered once a week to members from August to September 2018
- Capital in the News – several CDWBA members volunteer to help detainees in Albany <https://documentedny.com/2018/07/15/attorneys-aid-hundreds-of-detainees-in-albany-jail>.

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## Central New York

The Central New York Chapter has had a successful year filled with various diverse events and initiatives. As of April 2019, CNYWBA had 221 members, including its law student members. We continue to grow our membership generally and have expanded our outreach with numerous students at the Syracuse University College of Law.

CNYWBA commenced its membership year in June 2018 with the Installation of its officers and directors at Eleven Waters (named after the number of Finger Lakes) at which Fourth Department Justice Brian DeJoseph administered the oath. The program also included recognition of the many contributions CNYWBA's volunteers have made to our association. To prepare for the membership year ahead, the CNYWBA Board members attended an orientation and strategic planning session in July, which was facilitated by past president Magistrate Judge

Thérèse Wiley Dancks. At it, Board members reviewed the results of a member survey the CNYWBA Long Range Planning Committee conducted the previous year and established its goals and priorities generally and in keeping with our members' preferences. At the orientation, the president announced a well-being initiative predicated on the release of the comprehensive report in August 2017 by the National Task Force on Lawyer Well-Being: "*The Path to Lawyer Well-Being: Practical Recommendations for Positive Change*," which called upon the various stakeholders in the legal profession, including bar associations, to implement well-being programs.

Many of CNYWBA's activities in the fall of 2018 were civics-oriented. CNYWBA conducted a Voter Registration Drive, screened and rated numerous candidates for judicial office and published the ratings of the judicial candidates at CNYWBA's signature event- its Annual Judicial Reception held at the Dinosaur Barbeque. CNYWBA is proud to have sponsored two girls who may become candidates in the future. CNYWBA contributed scholarships for two girls to attend the "Camp Congress for Girls-Syracuse" leadership program that introduces girls ages 8 to 15 to politics as part of the *Girls in Politics Initiative*<sup>TM</sup>. CNYWBA also held receptions honoring two of its original member's distinguished legal and political careers. On the eve of what has been described as an historic election, we celebrated the Hon. Rosemary Pooler's 20th anniversary on the United States Court of Appeals for the Second Circuit at which we heard remarks by Judge Pooler about her own historic firsts as a politician and jurist. The following month, in December, CNYWBA sponsored a retirement reception for the Hon. Karen Uplinger who was a trailblazing solo practitioner, a Family Court Hearing Examiner and a Syracuse Common Councilor before she became a Syracuse City Court Judge. Judge Uplinger, along with the other members of the "Onondaga Five," received WBASNY's Founders Award in 2003 based on their previous advocacy to allow women attorneys receive felony case assignments and attend Onondaga County Bar Association meetings and serve on its Board of Directors.

CNYWBA afforded various opportunities for its members to socialize with other professionals. In December, CNYWBA hosted its annual Holiday Party. It again collected donations for *Blessings in a Backpack*, the program providing packable food on weekends for children in the Syracuse City School District. In May, CNYWBA joined together with the SUNY Upstate Women in Medicine and Science for the 15th Annual Law-Medicine Dinner, which is one of the few local events that bring together professionals in the medical and legal field. This year's topic was "*Supporting Transgender Patients: What Healthcare and Legal Professionals Need to Know*."

Throughout the year, CNYWBA held several events and programs fostering the relationship between members of the bench and bar. In June, CNYWBA co-sponsored a reception honoring the newly elected judges in the fifth and sixth judicial districts. CNYWBA continued the recently established "Bench-Bar Buffet" series in which jurists from different courts speak to members of CNYWBA and OCBA about best practices in their respective courts: June- Onondaga County Supreme Court Justices Karalunas, Gilbert and Murphy; November- Syracuse City Court Judges Doherty and Limpert; and March- Northern District of New York Chief Judge Suddaby and Magistrate Dancks. At the March program, there was an interesting discussion about the recent initiative by the WBASNY Equal Opportunity in the Profession Committee to encourage judges to provide courtroom opportunities to less experienced members of the bar, including women attorneys. CNYWBA also introduced a popular new program, comparable to that already in existence in Western New York - the Judge's Choice Dinner- at which a limited number of members dine with a judge at a restaurant of her choice.

CNYWBA continued its pro bono programs, including its award-winning Vera House Clinic in which attorneys from CNYWBA and the Volunteer Lawyers' Project provide 45-minute legal consults on Monday evenings to those who have experienced domestic and sexual violence. CNYWBA conducted a family law CLE on February 26<sup>th</sup>, which was free for the Vera House Clinic volunteers. CNYWBA also participated in Read Across America on March 1<sup>st</sup>, celebrating Dr. Seuss's birthday. Attorneys read books to elementary school students at 24 classrooms at two area elementary schools and made a donation of books to each school.

In furtherance of the president's initiative on attorney well-being, CNYWBA, in partnership with OCBA, launched a fledgling program, titled *Women: Work, Life & Law* in March at which women discussed some of the challenges facing women in the profession and the possible support networks that can be created to provide support and guidance to those interested. A confidential survey completed by many of the attendees at the pilot program indicated there is a strong interest in such a program. CNYWBA is proud to have in place several of the initiatives and programs that promote well-being, including scholarship and mentorship. CNYWBA awarded the *Krupkin* scholarship, established in memory of CNYWBA co-founder Beatrice Krupkin, to a promising woman law student who best exemplifies academic success in law school and a keen interest in advancing the status of women in society through her eventual legal career. CNYWBA also continued its popular mentorship program. This year's theme was "Pathways." Two sessions were conducted: the first in connection with the initiative, "Pathways to Health", and the second, "Pathways to Practice", in which CNYWBA partnered with the Women Law Students Association at Syracuse University College of Law.

Finally, CNYWBA held a *Women in Law Summit* at the Syracuse University College of Law on April 3<sup>rd</sup>. Through a combination of inspiring speeches, a panel discussion by accomplished women in the legal profession and a break out session, the *Women in Law Summit* promoted diversity and inclusion and sought to equip attendees with the skills needed to succeed in the demanding legal profession in which women are not well represented in positions of leadership. CNYWBA was honored to have Chief Judge Janet DiFiore of the New York Court of Appeals deliver a keynote address inspired by the ABA report titled, "*You Can't Change What You Can't See: Interrupting Racial & Gender Bias in the Legal Profession.*" We were excited to hear the preliminary results of the New York Judicial Committee on Women in the Courts' survey on gender bias in the courts and were encouraged to hear some progress has been made since the initial survey was conducted over 30 years ago. We also learned about the importance of mentorship to the success of the legal professional. The Summit provided a day of mentoring in which attorneys in Central New York learned from one another and supported each other in our legal careers. Following the Summit, CNYWBA hosted a reception at the Century Club of Syracuse honoring Chief Judge DiFiore that was well attended by members of the upstate New York legal community.

It was a successful year for CNYWBA!

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## **Del-Chen-O**

This year Del-Chen-O was fortunate to have several events. In the fall, we had an event honoring one of our founding members, Beth Westfall. We cosponsored a CLE regarding the changes to the third department rules on filing. We were able to reach a broader group of potential members as a result. We instituted a bi-monthly newsletter to share what is occurring with members and the community alike. We raised a great deal of funds off of our events. This spring we have had a number of lunches with judges, which were well attended. We had our annual dinner last month paired with a cle that raised money and was well attended. Next month we will have our installation event. We look forward to the next year ahead.

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## **Finger Lakes**

### **Member Meetings:**

#### **October 26, 2018:**

- Membership meet & greet the new board

#### **November 30, 2018**

- Limited Scope CLE cosponsored by LawNY<sup>®</sup> so free for our membership
- Michaela Azemi presented an overview of recently proposed Limited Scope Guidelines which outline the requirements for providing unbundled legal assistance in New York State.

#### **December 15, 2018**

- In lieu of our regular monthly meeting, we held a cookie exchange and member networking event at Michaela Azemi's home

#### **January 25, 2019**

- A new year, a new you: As women attorneys we somehow do it all! Balancing a high stress legal career with family and home life can be taxing and overwhelming.
- January was the perfect time for resolutions and rejuvenation. Our fabulous speaker, Sue Mann, presented strategies for stress management, wellness, and resilience.

#### **February 22, 2019**

- CLE on Transgender Name & Gender Change Petitions – Sally Curran Fisher, ED of Volunteer Lawyers Project in Syracuse and Adjunct Professor at Cornell Law School's LGBTQ+ Practicum.
- Pro Bono Clinic cosponsored with LawNY<sup>®</sup> where 10 low-income individuals were served with free name-change petition brief advice and representation by FLWBA members.

#### **March 29, 2019:**

- Speed Networking and Membership Outreach Event
- We hosted a networking and luncheon where we recruited several new members.

#### **May 21, 2019**

- Cosponsored Fund For Women Event
- Martinis & Movie – RBG, with Judge Marianne Furfure speaking ahead of time. Judge Furfure is a Cornell Law Graduate and the first and only female judge in Steuben County.

**May 31, 2019**

- CLE : Child Victims Act – Overview of the Law, New Statute of Limitations, and Trauma-informed Lawyering
- Cosponsored with LawNY® & the Advocacy Center so the CLE was free to our members.

**July 16, 2019**

- Will Cosponsor Wills & Estate Planning Clinic
- No Cost legal clinic will serve 24 low-income LawNY clients who meet with FLWBA pro bono attorneys for 45 mins to receive advice and counsel about their estate planning or estate administration needs.

**Annual Breakfast Meeting:**

- April 26, 2019
- Ithaca Bakery catered breakfast meeting at TC3
- We had more than a quorum to elect the following officers: Director and President, Danielle Bernard Director and Vice President, Zulaikha Safi, Director and Treasurer, Deborah Wolf Miller, Director and Secretary, Natanya DeWeese, Director and CLE Chairperson, Teresa McNamara, Director and Membership Chairperson, Iska Ziver, Director, Immediate Past President, and Delegate to WBASNY, Michaela Azemi

**Annual Installation Dinner:**

- June 26, 2019
  - Hotel Ithaca 5:30pm
  - Keynote Speaker: Hon. Erin Peradotto, Fourth Department Appellate Division
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**Mid-Hudson****Overview of Events & Activities:****August 2018 – Lunch with the Newly-Appointed Ninth Judicial District Administrative Judge Kathie E. Davidson**

MHWBA co-hosted this event with Orange-Sullivan and Rockland sister chapters. The event was held at Cosimo's (Newburg, NY Orange County). The chapter was joined by many justices, elected officials, and colleagues. Justice Davidson as well as Justice Lefkowitz and Rockland District Attorney Thomas Zugibe spoke about the new "Raise the Age" guidelines raising the age of criminal responsibility to age 18 and efforts to provide appropriate court processes, facilities, and services.

**September 2018 – Annual Membership Kickoff Drive**

The chapter held its Annual Membership Kickoff Drive at The Icehouse (Poughkeepsie NY). MHWBA partnered with Dress for Success to collect career clothing for donation. A program director for Dress for Success discussed the various resources that they provide, including clothing drives, job fairs, mock interviews and resume assistance to empower women in need. The chapter was pleased to have Jessica Segal, Esq. sponsor this event.

**November 2018 – Continuing Legal Education (CLE)**

The chapter co-hosted a free 2-credit CLE with the Orange-Sullivan chapter. The CLE was sponsored by Orange Bank & Trust Company and was held at Orange County Community College. The CLE was entitled "Ethics – Maintaining the Integrity of Your Escrow Account and Your Law Library. The speakers were Joseph A. Ruhl, Esq. and Richard Grayson, Esq.

**December 2018 – Judicial Jingle Mingle**

The chapter held a special event combining a judicial reception with the annual holiday party. The event was held at Mill House Brewing Co. (Poughkeepsie, NY). There were several sponsors for the event- O'Connor & Partners, P.C.; Van DeWater & Van DeWater, LLP; Berke-Weiss, PLLC. MHWBA honored retiring judges- Justice James Brands (Dutchess Supreme Court), Judge Pagones (Dutchess Surrogate Court), and longtime member Judge Posner (Dutchess Family Court) by presenting them with a Certificate of Acknowledgement for their years of public service. They also congratulated newly-elected judges who are beginning their judicial careers.

**April 2019 – Bench Meets Bar**

The chapter hosted its annual Bench Meets Bar event held at Farmers and Chefs (Poughkeepsie, NY). It was a successful event with judges and attendees from Dutchess, Putnam, and Ulster counties. They also had many new colleagues join them at the event and they were grateful to have Basch & Keegan, LLP sponsor this event.

## **Dutchess County Family Art Project**

MHWBA partnered with the Junior League of Poughkeepsie to obtain donations to canvas and frame local students' artwork. The artwork will be displayed in the family waiting areas in the Dutchess County Family Court to create a more comfortable and calming environment for litigants and families. This year, the chapter has obtained enough funds to begin the first round of prints and they hope to host a ceremonial event to unveil the artwork soon.

### **Year End Highlights:**

- Maintained the membership and treasury
  - Partnered with WBASNY sister chapters in hosting events and CLE courses
  - Proactively participated in WBASNY State Initiatives
  - Built long-lasting relationships with members, colleagues, and event sponsors
  - Developed the website and Facebook social media presence, adding a Social Media Director to promote our message
  - Established PayPal payment method for our members' convenience
  - Commitment to Community Service, donating career clothing to Dress for Success, partnering with the Junior League of Poughkeepsie to donate artwork to our family court, helps build homes for Habitat for Humanity, promote gender equality through the 9<sup>th</sup> Judicial District Gender Fairness Committee
  - **PROMOTE ~ INSPIRE ~ SUCCEED**
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## **Mid-York**

The Mid-York chapter of the Women's Bar Association of the State of New York is a small upstate chapter that covers four counties (Herkimer, Lewis, Madison and Oneida) that have small populations and a vast region separating them. We have about 10 members. As a small chapter, we are focused on supporting each other and we have monthly luncheons/meetings that members attend when we are available. At our luncheons, we discuss what is happening at the State level of WBASNY and any "hot topics" such as legislation or upcoming events in our area or sister chapters that are near us. This year, we focused simply on getting together to talk about topics of interest due to the past year's "disconnect" and we also voted to release Lewis County from our jurisdiction to allow the Thousand Island chapter to welcome them as the distance within the chapters' regions made it more practical for Lewis County to be a part of the closer chapter, Thousand Islands. To finish the year, we have planned a "Meet and Greet" with our newly elected (2019) Supreme Court Judges, Scott DelConte and Gerard Neri, which is graciously being hosted by member Hon. Bernadette Clarke.

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## **Nassau**

This year our association worked very hard on collaborating with other local bar associations, as well as fostering an environment of comradery, encouragement and support amongst our members. Our membership drive was successful and we maintained our 4 WBASNY Delegates. Participation of our members was high as was enthusiasm of among our board members.

We had very busy year filled with programs and events, most of which were generously paid for by supporters and sponsors.

### **August**

This year started off with our first Board meeting held on August 16, 2018 at Novita restaurant. Many past presidents were in attendance. Our more institutional members assisted with training the new board members. Spirits were high, many great ideas were shared and all were enthusiastic about the then upcoming year.

### **September**

On September 26, 2018, NCWBA members participated in a mentoring event with Hofstra Law School, entitled "Dinner with a Lawyer". At this event, students were paired with lawyers and were able to discuss in a "less formal" setting their interests and aspirations.

On September 30, 2018, the NCWBA gave a presentation at the Holocaust Memorial and Tolerance Center of Nassau County about the history of Women in the Law. This was part of a program to celebrate the opening of the exhibit entitled, "Cecelia Goetz: The Aggressive War Chief of Nuremberg". Cecelia Goetz was Native New Yorker, and the only female prosecutor to deliver an opening statement at the Nuremberg Trials. She redefined a woman's role in the courtroom on the international stage. Her dedication to her work earned her the reputation of "*Aggressive War Chief*".

### **October**

On October 1, 2018, the NCWBA hosted its Annual Membership Cocktail Party and Salute to the Judiciary at the Domus. The event was well-attended by members of the Judiciary from Supreme, County, Family, and District Courts, as well members, supporters and sponsors.

On October 11, 2018, the NCWBA co-sponsored an event with the Nassau County Criminal Court Bar Association entitled, "Meet the Candidates" night at the Davenport Press restaurant. At this event, members were able to network with one another. They also listened to short speeches from the candidates running for election in November of 2018.

On October 12, 2018 the NCWBA co-sponsored an event in Nassau Supreme Court with the Long Island Hispanic Bar Association, Amistad Long Island Black Bar Association, and Nassau County Bar Association to celebrate Hispanic Heritage Month. The event recognized and celebrated the contributions made by and the important presence of Hispanic and Latino Americans in the United States. The event was well attended and everyone was able to enjoy the Mariachi band, comprised of elementary school students. The traditional food was also delicious.

On October 21, 2018, the NCWBA Team participated at the Making Strides Against Breast Cancer Walk at Jones Beach. Together we raised over \$2,000 for the cause.

On October, 23, 2018, NCWBA participated in a panel discussion hosted by Nassau County Community College Paralegal Studies Program, discussing access to justice and practicing law in Nassau County.

### **November**

On November 9, 2018, the NCWBF held its annual Scholarship Luncheon, wherein deserving law school students were presented with scholarships. The key note speaker was Nassau District Attorney, Madeline Singas.

### **December**

On December 4, 2018, the NCWBA hosted its Annual Holiday Cocktail Party, which was once again a great success. We had over 100 people in attendance to enjoy the evening. Through the generosity and support of our members, sponsors and other supporters, we raised over \$8,000.00 for the Safe Center.

### **January**

On January 10, 2019, the NCWBA in conjunction with the American Association for Justice, participated in a networking reception/membership recruitment drive.

On January 15, 2019, the NCWBA had a General Membership Meeting. The meeting was well attended. After the meeting, Heidi Muckler of HFM Valuation gave an intriguing presentation on understanding the new IRS annual income tax return form.

### **February**

On February 15, 2019 the NCWBA co-sponsored an event in Nassau Supreme Court with Amistad Long Island Black Bar Association, Long Island Hispanic Bar Association, and Nassau County Bar Association to celebrate Black History Month. The contributions of well deserving recipients were recognized and celebrated. The event was well attended and everyone enjoyed the program. The traditional food was delicious.

## **March**

On March 19, 2019, NCWBA had a joint event with the Nassau County Bar Association's, Women in the Law Committee, entitled, "Lights, Camera, RGB: A Discussion of the Life and Career of Justice Ruth Bader Ginsberg Focusing on Lessons for Practicing Attorneys". The RGB documentary was viewed and thereafter a panel discussion was had. The panel consisted of Hon. Ruth C. Balkin, Hon. Denise L. Sher, Hon. Helen Voutsinas, Lisa A. Cairo, Esq., Jessica C. Moller, Esq., Jennifer L. Koo, Esq., and Christie R. Jacobson, Esq. This event was complementary for members.

On March 25, 2019, the NCWBA held its Meeting of the Association - Nominations. The event was well-attended and turned out to be a great opportunity for more seasoned members of the NCWBA to meet and get to know newer members. The Safe Center gave a presentation on the topic, "Domestic Abuse: How it Impacts your Legal Practice".

The NCWBA and Nassau County Bar Association co-hosted its annual "Dressed to a Tea", on March 28, 2019. It was again a tremendously successful event. Court personnel and attorneys modeled to a sold out crowd in a "Take Me Out to the Ball Game" theme that was great fun. We, once again, raised more money than the year before.

## **April**

On April 25, 2019, the NCWBA held its Annual Meeting - Elections. We conducted our elections and then listed to a captivating speech from Prudential Advisors about "Financial Wellness for Women". The number of attendees surpassed our expectations and it was a great time for members to network.

On April 27, 2019, the NCWBA hosted a complementary "Thank-You to Our Members" Bowling Event. Members were able to attend with their spouses and children. Everyone had a blast.

## **May**

On May 16, 2019, the NCWBF will host its Annual Golf Outing Benefiting Breast Cancer Research and Awareness, at the Muttontown Club. 100 golfers and over 200 dinner guests are expected to attend. This year the NCWBF is proud to honor Jeffrey Forchelli, Esq., Managing Partner, Forchelli Deegan Terrana.

## **Committees**

This year, the NCWBA committees, held monthly luncheons, which were well attended. The topics included: "Appellate Practice: Recent Updates and Electronic Filing", "Real Estate Appraisals in Divorce: How to Effectively Read and Use Them", and "Exploring Financial Retirement Goals", "The Impact of the New Tax Laws on Divorce Cases".

## **The Inn**

The NCWBA continued participation in the monthly pro bono clinic at the INN. The INN is a not-for-profit, volunteer-based organization, which provides a broad variety of essential services to assist those challenged by hunger, homelessness and profound poverty. They partner with those in need in a dignified and respectful manner to help them achieve self-sufficiency.

## **Closing**

This year, we celebrated births and weddings and mourned the passing of family members and friends together.

It has been my pleasure to serve my Chapter and to participate on the Executive Committee of WBASNY. To all the Officers, Directors, Delegates, Committee Chairs, and members - thank you for an amazing year!

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## **New York**

I am immensely proud to report that the New York Women's Bar Association ("New York Chapter") has once again had a spectacular year. While there is much work to be done for women in the legal profession as well as in the community at large, the strength of the New York Chapter allows us to make positive contributions. We did so in the following ways:

- As of April 25, 2018, NYWBA had 716 members. We maintained our 11 delegates to the WBASNY Board. We are also a vital and important organization to the legal, bar association and women's community of New York County and are proud that our total membership contributes to WBASNY's growth and influence.
- NYWBA was thrilled to not only host dinner for WBASNY members on the evening before the two Manhattan Board meetings, but this year both dinners included CLE programs for the attendees. The September dinner included a presentation by Professor Laura Quiros, LMSW, Ph.D. on *"Diversity, Inclusion and Elimination of Bias."* A lively discussion ensued following the presentation over a catered dinner at the offices of LoPreto + Levy, LLP. The January dinner included a CLE program entitled *"Harassment & Discrimination: New NYC and NYS Legislation"* where once again attendees enjoyed instruction from experienced attorneys along with fabulous appetizers, dinner and desserts at Nios Restaurant.
- NYWBA continues to maximize its online and social media presence. We regularly post announcements and photos from our events on our website, LinkedIn, Facebook and Twitter, especially when our members are honored and cutting edge programs are being sponsored by our committees.
- In 2018-2019, NYWBA was proud to plan and/or present programs – on our own and in collaboration with other organizations, including OCA, the Appellate Division, First Department, The Assigned Counsel Plan of the Appellate Division First Department; the New York City Bar; the New York City Criminal Bar Association, the New York City Gender Fairness Committee, National Association of Women Judges, the Hispanic National Bar Association and the Judges and Lawyers Breast Cancer Alert.
- The following law firms and companies hosted and/or sponsored our programs making it possible for us to provide space for our many programs: Bender & Rosenthal; Blank Rome; Bloomberg LP; Frankfurt Kurnit Klein & Selz; Paul, Weiss, Rifkind, Wharton; LoPreto + Levy, LLP; Lee Anuv Chung White Kim Rutger & Richter; The Hoffinger Firm and Allston Byrd, LLP.
- For the first time we collaborated with our sister chapter, Brooklyn Women Bar Association, along with the Brooklyn Bar Association, to present a joint CLE program entitled *"Social Media Protection in Divorce Agreements: Catching Up with Real Time."* Turnout was amazing and special thanks to BWBA President Carrie Anne Cavallo, and BBA President, Aimee Richter.
- Every year our chapter is host to significant events in New York County that draw many of our colleagues in the legal community, including Judges sitting in New York City, Appellate Division Justices and Judges of the Court of Appeals. The following were among our more memorable events this past year:
  - Our NYWBA Annual Awards and Installation Dinner was held at Three-sixty Degrees (360°) in Tribeca on June 12, 2018. At the Annual Dinner:
    - ❖ We presented the President's Special Award to Honorable Rolando T. Acosta, Presiding Justice, Appellate Division, First Department and Honorable Deborah A. Kaplan, Administrative Justice, Supreme Court, NY County, Civil Branch and our Award of Special Recognition to Honorable Karla M. Moskowitz, Associate Justice (ret.) of the Appellate Division, First Department.
    - ❖ We installed the incoming NYWBA Officers (2018-2019), NYWBA Directors, and NYWBA members of the WBASNY Board of Directors (2018-2019).
    - ❖ We held a Silent Auction and Raffle to benefit the NYWBA Foundation and its Grant Programs (including the Betty Weinberg Ellerin Fund).
  - Our annual, free *"Martha E. Gifford Summer Program"* for summer associates and interns, law students, law school graduates awaiting admission, and attorneys in their first few years of practice, entitled *"What It's REALLY Like to Practice Law in New York City as a Woman,"* was held July 19, 2018.
  - The annual NYWBA Membership Reception took place on September 6, 2018. This is free for members and prospective members. Skadden Arps again hosted this program.
  - Our first annual CLE Program: *"Women Lawyer's at the Crossroads: What's Next?"* This was a panel discussion with women lawyers who have successfully leveraged their resources in shaping a trajectory of their careers.
  - Our annual Judiciary Reception Honoring Newly Elected, Re-Elected and Newly Appointed Judges in New York County at the Yale Club in February 26, 2019. This year, we had record attendance and a record number of sponsors.
  - We continued to be our own accredited CLE provider. Our CLE programs were highly successful and well received. We continue to offer these CLEs free for all members of NYWBA and the WBASNY Chapters thanks to a bequest from our late Founder, Hon. Florence Perlow Shientag. We held a sufficient number and variety to fulfill members' full CLE requirements, including ethics and the new diversity credit, at no cost. In addition, to CLE programs where the NYWBA was the provider of CLE credits, we offered several free CLE programs where other entities provided the CLE credits. The CLE programs that we offered during the 2018-2019 year included:
    - ❖ "The Unequal Path of United States Immigration Laws: Navigating Systemic Barriers faced by Women, Children & the LGBTQ Community"
    - ❖ Under the Microscope" DNA and Criminal Trials"

- ❖ “Cyber Harassment & Discrimination: New NYC Legislation”
- ❖ “ADR Options in Supreme Court, New York County.”
- ❖ “Advising the Family with a Special Needs Beneficiary”
- ❖ “Breaking Through Bias to Achieve Leadership Success in the Legal Profession”
- ❖ “The Wheel of Ethics”
- ❖ “A Legal Roadmap for Addressing the Widespread Financial Exploitation of the Elderly and Disabled”—Our first live Webinar!
- ❖ “Working in NYS & NYC in the Wake of #MeToo”
- ❖ “Developmental Considerations for Parenting Plan”
- ❖ “The Power of Planning: Making Critical Ethical, Medical and Legal Decisions in Advance of Health Crises”
- ❖ “Building Gender Equality and Confronting Bias”
- Not all of our events and programs grappled with legal issues. We sponsored, together with JALBCA, “Treatment Beyond the Tumor”, a mindful, provocative program about breast cancer survivors. On the lighter side our Events Committee coordinated, among other events, a “Shady Ladies Tour” of “Nasty Women of the Metropolitan Museum” and “The Orchid Show: Singapore” at the New York Botanical Garden. Our Diversity Committee sponsored along with the National Association of Judges “MentorJet: Speed Mentoring & Networking Fun for Law Students, Judges, Lawyers & Other Legal Professionals”.
- Our committees did fabulous work throughout the year, all of which is appreciated and recognized by me, our Board of Directors and most important our members! We could not possibly list every event/program and CLE in this year-end summary, but they do deserve a shout out for the great work they do for our Association: Many thanks to the Chairs of the Judiciary, Matrimonial and Family Law, Civil Courts, Criminal Law, Solo and Small Firm Practice, The Elder Law and Disabilities, Trust and Estates, Reproductive Rights, Domestic Violence, LGBTQ and Program and Events, Diversity, International Women’s Rights, Employment & Equal Opportunity for Women, Federal Practice and Continuing Legal Education Committees.
- Throughout the year our Newsletter Committee oversaw the gathering and editing of content for our Newsletters which are issued either in eNews format or printed and mailed. All of our Newsletters are posted on our website. Thank you Chairs!
- NYWBA has an excellent history of maintaining sound financial footing with our steady membership numbers along with the events mentioned above that enable us to not simply cover the costs but earn additional funds. Our major expenses for 2018-2019 included payments to our Executive Director, the cost of our Annual Award and Installation Dinner, membership dues to WBASNY, and the costs for our annual Judicial Reception and our free Membership Reception. We also continue to manage the endowment bequest to the NYWBA by our late Founder and Past President Hon. Florence Perlow Shientag, and we use the proceeds from this endowment to underwrite the costs of providing free CLE to members and help defray the costs of our Newsletters.
- This year’s NYWBA Annual Awards and Installation Dinner will be held at Three-Sixty Degrees (360°) in Tribeca on June 13, 2019. At this Annual Dinner:
  - We will present The President’s Special Award to Hon. Judy Harris Kluger, Executive Director, Sanctuary for Families.
  - We will present The Joan L. Ellenbogen Award to Hon. Laura E. Drager, New York Supreme Court
  - We will present The First Betty Weinberg Ellerin Award of Excellence to none other than Hon. Betty Weinberg Ellerin.
  - Hon. Betty Weinberg Ellerin will install the incoming NYWBA Officers (2019-2020), NYWBA Directors (for the terms listed above), and NYWBA members of the WBASNY Board of Directors (2019-2020).
  - We will hold the Silent Auction and Raffle to benefit the NYWBA Foundation.

Special thanks to my officers — Vice Presidents, Amanda B. Norejko, Amy B. Goldsmith and Magnolia D. Levy, Treasurer, Jocelyn L. Jacobson, Recording Secretary, Sabrina E. Morrissey, Corresponding Secretary, Dawn M. Cardi and Immediate Past President, Myra L. Freed — for their endless support to me and our association. I am privileged to have been the first beneficiary of our new office of Immediate Past President, which Myra Freed spectacularly filled. As always our Board members worked tirelessly in framing our vision and creating an association that is welcoming to all lawyers. They together with the Advisory Council have been sources of insight, advice and wisdom for me. The Membership Committee Charis are deserving of a shout-out. Meaghan E. Carey and Jacqueline I. Meyer, chaired the Committee for the first time ever and did a wonderful job and in fact went beyond the call of duty and worked tirelessly on our “*Women at the Crossroads: What’s Next?*” program that was conceived as a draw for middle level women working in large law firms.

The New York Chapter also owes a huge debt of gratitude, as always to its Executive Director Karen Lu, who has once again done an excellent job, in a year where we had a countless events. She has also spearheaded our electronic notifications to members through weekly “eblasts.” Our organization would not be so successful without her.

The New York Chapter thanks WBASNY for its advocacy in support of the critical issues that make a difference in the fight for the rights of women in the profession and women, children and the most vulnerable people in society at large, and for its support of the Chapters across the State of New York.

We thank the outgoing President, Greta K. Kolcon (2018-2019), all of the WBASNY Officers, and WBASNY Headquarters (and particularly Linda Chiaverini), for their support. We are proud that so many of our Chapter members have served as WBASNY officers and committee chairs over the years. We particularly congratulate NYWBA past President Deborah G. Rosenthal for her careful work as WBASNY Treasurer. We congratulate and wish the best to incoming WBASNY President Deirdre L. Hay and her sister officers, including Deborah G. Rosenthal who will be a Vice President. We look forward to working with everyone in the coming year.

We are proud to be a founding Chapter of WBASNY, and we look forward to continuing to strengthen these bonds through the coming years.

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## **Orange-Sullivan**

What a terrific year for our Chapter! This year we started both a Mentorship Program and a Book Club. The surprising thing was how much interest there was in both. We have had members participate who had not been active for a long time. Books for the Book Club are selected by a poll of members about every three months and one a month is read. The Mentorship Program is also holding monthly meetings and most discussions are as a group and not one-on-one. We are allowing the format of the mentoring process to develop slowly as people express their needs. For both Book Club and Mentorship, meetings have moved around to various locations, including people's homes, but are in the evening and the opportunity for food and beverage is a must at each location.

Many of our social events have had a fun aspect this year and we included a few "family friendly" events as well. In July we headed to a Renegade's baseball game and in November, again participated in a Habitat Build Day. In February for Go Red Heart Health we had fun with family bowling with healthy snacks (and pizza). In March it was Yoga & Wine and at that event we stuffed donated handbags with "essentials" for the survivors of domestic abuse at Safe Homes of Orange County. In September we reinstated our Golf Outing combined with a Membership Kickoff event which was very successful.

The Chapter continued our Lunch with a Judge program, having the opportunity in August to lunch with Hon. Kathie E. Davison, Administrative Judge of the 9<sup>th</sup> Judicial District. This was a well-attended, joint event with sister chapters, Mid-Hudson and Rockland. We also held two Judicial Screenings jointly with the Orange County Bar Association and participated in WBASNY's Lobby Day in May.

Orange/Sullivan offered several CLE programs – LinkedIn for Lawyers in October, Diversity in November with the Sullivan County Bar Association, and Ethics also in November.

Our annual Judicial Reception in November is always well received and there was no exception this year. At our Annual Meeting and Awards Day in April, Orange/Sullivan established the "Elaine Slobod Lifetime Achievement Award" in honor of Judge Slobod, a founding mother of our Chapter, who is retiring from the bench and became its first recipient. Of note, she was the first woman appointed as a Supreme Court Justice in Orange County. We also recognized members that evening - Distinguished Attorney Member - Michele L. Babcock; Public Interest Attorney Member - Sarah Maida, and Outstanding New Lawyer - Milana Tepermayster. Mark your calendars; next year will be our Chapter's 40<sup>th</sup> Anniversary!

We also participated in some national events like, Making Strides Against Breast Cancer in October; National Adoption Day in November; Read Across America in March (reading Dr. Seuss to elementary school students); and Law Day on May 1 (presenting the Liberty Bell Award to a Chapter Year-End Report – Orange Sullivan 2018-2019

local journalist who has served the Hudson Valley for 50 years, Hank Gross, in recognition of the 2019 ABA Law Day Theme of "Free press, free speech, free society").

The Excellence Initiative instituted by Hon. Lawrence Marks, Chief Administrative Judge, has very much opened opportunities for our Chapter to speak directly on issues affecting judicial administration in Orange County with regular meetings scheduled to raise and address concerns. Having a voice at the table is crucial as we know.

The Orange/Sullivan installation dinner is June 26<sup>th</sup> at Eagle's Nest in Bloomingburg and we hope you all can join us as Jacqueline Ricciani is sworn in as our next President and we recognize the Legal Aid Society of Orange County with our Rose Rosen Award. Our Foundation will also be awarding two \$1,500 scholarships that evening to deserving female law school students and holding its ever-popular basket raffle and art auction.

As Chapter President, I would be very remiss not to mention the two WBASNY Awards our Chapter members will receive at Convention in Savannah, GA this year: Hon. Sandra B. Sciortino, recipient of the Joan L. Ellenbogen Founder's Award, and Carol Wise, recipient of the Stephanie E. Kupferman Juvenile Justice Award. Our support for these honorees and for Kelly Pressler as she is installed as WBASNY Treasurer this year will be loud and clear!

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## **Queens**

### **2018-2019 Events and Programs**

The Queens County Women's Bar Association had a fantastic year of robust programming and successful events as seen below.

*July 21, 2018* - QCWBA Winery Trip at Clovis Point Winery

*August 4, 2018*- – QCWBA Summer Board Meeting at the Douglaston Club

*September 20, 2018*- "Trauma in the Courts Program" Co-Sponsor with the Judicial Committee on the Women in the Courts of Queens Supreme Court

*September 27, 2018* – New Members Reception – Rooftop at Bourbon St. Restaurant

*October 16, 2018*- "Understanding the Basics of Breast Cancer" Co-Sponsor with the Judicial Committee on the Women in the Courts of Queens Supreme Court

*October 21, 2018* – Making Strides Breast Cancer Walk at Flushing Meadows Park

*October 30, 2018* – Significant Decisions from our Highest Appellate Court Co-Sponsor with QCBA

*November 10-12, 2018*– QCWBA goes to Washington D.C. for National Museum of African American History and Culture and the United States Holocaust Memorial Museum

*November 27, 2018* – Annual Judiciary Night at Queens Theatre in the Park Keynote and Honoree: Honorable Paul G. Feinman, Associate Judge of the Court of Appeals

*December 6, 2018* – Joint Bar Holiday Party 2018

*January 23, 2019* – Special MLK Jr. Day Tribute. The Spiritual Alliance Between Rev. Dr. MLK Jr. and Rabbi Abraham Joshua Herschel Co-Sponsor with Brandeis Association

*February 19, 2018* – 400 years of Perseverance: Jazz Musicians and the Great Migration Co-Sponsor with MBABBA Dinner and Jazz

*March 7, 2019* – Heart Healthy Dinner Program with Transformation Coash Susan Urban

*March 21, 2019*- QCWBA Board Meeting

*March 27, 2019 and March 28, 2019*- Film Screening of RBG

*March 31, 2019*- Frida Kahlo Exhibit at the Brooklyn Museum

*April 11, 2019* – Read Across America Program at PS 116

*April 25, 2019* – Annual QCWBA Meeting

*May 1-, 2019 to May 7, 2019* – Nuremburg, Germany/Hague, Netherlands Excursion. Conference with the International Nuremberg Principles Academy and visit to the International Criminal Court

*May 8, 2019* – Brandeis Association Holocaust Remembrance Program Co-Sponsor

*May 9, 2019* – CLE: Fighting the Stigma When and How to have Conversations about Mental Health

*May 21, 2019* – Healthy Living, Healthy Lawyering CLE at Austin Ale House

*June 25, 2019* - QCWBA Annual Dinner and Installation of Officers

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## **Rochester**

GRAWA had a strong year of rebuilding! Efforts focused on getting our special committees more active and providing our membership with a wide variety of events, while trying to carry out the results of our Strategic Plan. Our Board changed the meeting times to 8:00am, which improved attendance and participation from the members. The Judicial Evaluation Committee successfully resumed and also hosted the best attended Judicial Candidates Luncheon. The Health and Wellness committee hosted a self-defense class, a Go Red Wine tasting for the American Heart Association (raising over \$700), and a number of yoga/spin classes. The Family & Careers Committee had monthly lunches, a play date at the RMSC, participation in the AI Sigal Walk-About, and is wrapping up the year with a picnic at a local park where all members are encouraged to attend with their family. The Diversity Committee organized an amazing MLK day of service for our members and also welcomed the clerks that were part of the local Minority Clerkship program, with a beautiful Wine cruise on the Erie Canal. Our Mentoring Committee had a very well attended speed mentoring evening. A collaboration with the two other Rochester Bar Associations, called the Racial and Social Justice Coalition, successfully held a number of community events to raise awareness, including a screening of the film "13", community education on racial profiling, and a panel with local law enforcement and legal providers about citizen rights. A few other programs that were enjoyed this year were participation in the Suffragist Parade to honor Susan B. Anthony, a pillow and blanket drive for a local school that is for immigrants and refugees, a joint CLE for Law Day with Albany Law School on successful women in the profession, and our annual holiday party hosted at a member's home.

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## **Rockland**

This year was a busy and exciting year for the Rockland chapter. We kicked off our first board meeting in August at a beautiful dinner which was graciously hosted by Irene Graff and Eric Thorsen. At this meeting we planned our annual events and meetings. This event is a great opportunity for everyone to get together as summer is ending and catch up and discuss in more detail our Board's goals for the upcoming year.

One of our biggest accomplishments this year was the launching of our new web site! We want our site to empower women while providing information about our board members, upcoming events, important legislation as well as a link to WBASNY's page and information.

September, October, November and December were filled with great events! In September we hosted an Integrated Domestic Violence Mock Trial CLE at the Rockland County Courthouse. In October we participated in the annual [Breast Cancer Walkathon](#) in Woodbury, New York. We walked together and raised money to support additional research to help find a cure for breast cancer. Our November Book Club featuring [Eleanor Oliphant is Completely Fine](#) was fabulous. In December we celebrated the holiday season with our annual Holiday Party where we also amended our bylaws to make them more relevant. On December 7, 2018 the RCWBA was honored by the Center for Safety and Change at its annual luncheon.

In January we hosted a CLE entitled Marriage, Divorce and the Family Business as well as our annual Judicial Reception, both events had a great turn out! In February we participated in a joint networking event with the Rockland Business Women's Network. In March, Women's History Month, we took part in a ceremony honoring the women judges of the Appellate Division, Second Department at the Westchester County Courthouse.

In May we celebrated Law Day, which this year's theme was freedom of speech. Each year we present a \$1,000 scholarship for the best essay submitted by a Rockland County public high school student and this year the award went to Changu Chiimbwe, a brilliant and inspiring future woman lawyer and senior at North Rockland High School.

As our year comes to a close, we are preparing for Convention and our Annual Installation Dinner on June 12<sup>th</sup>. This year we will honor Dr. Frances Pratt who will be the recipient of our Belle Mayer Zeck award. Please join us at The View in Piermont.

In closing, it has been another great year for building friendships, donating to various organizations and causes, and celebrating the RCWBA!

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## Staten Island

In June June 2018 we had our installation ceremony in Surrogate's Court as we have done for many years. This year was extremely special as it was the last year that Surrogate Gigante would be presiding our installation ceremony as he was retiring at the end of the year. Our event was well attended.

SIWBA kicked off the year in June with a CLE presented by Hon. Didomenico and Scott Schwartz, Esq. The topic was how to present evidence.

In September we held our annual membership mixer. This year the event took place at Boccelli's Restaurant. We had cocktail style event and everyone had a great time and we were able to get new members to join. ACS Breast Cancer Walk - Members of the SIWBA along with family and friends united to form team Legally Pink to join in the fight against breast cancer and to raise awareness in the community. In support of the cause, members of team Legally Pink raised funds and participated in the 25<sup>th</sup> annual Making Strides Against Breast Cancer walk on October 21, 2018 at the Midland Beach Boardwalk. Team Legally Pink raised money that will enable the American Cancer Society to fund innovative research and provide free information and support to those affected by breast cancer.

In October 2019, Dominic Famulari, a private practitioner, and Helen Galette, a court attorney, presented a CLE program called "A Medley of Surrogate's Court Topics." The two hour program delved into probate proceedings, wrongful death compromise proceedings, Article 17-A guardianships and the role of a guardian ad litem in such proceedings. The presenters discussed emerging case law in these areas as well as the approach of counsel in advocating for their clients.

The Staten Island Women's Bar Association sponsored a Breast Cancer Awareness Month Breakfast on October 16, 2018 in the Supreme Court, Richmond County. Tihesha Wilson, M.D. the chief of Breast Surgery at Richmond University Medical Center addressed an audience of approximately 70 people. She spoke and with the aid of a power point presentation she created discussed issues surrounding breast health, advances in the diagnosis and treatment of breast cancer and the importance of regular screenings. It was well presented and well received by the attendees.

On December 4, SIWBA held our annual Judicial Gala at the Hilton Garden Inn. This year we honored Judge Thomas Aliotta. We presented for the second year in a row our annual scholarship. This year it was awarded to Soukaina Sourouri. In keeping with tradition, we collected toys for tots at the door and two members from the Marines joining us. We had an amazing turnout consisting over 200 members and guests.

In February we held our annual Wine and Wellness event. This has become one of our signature events. This year the event was held at Vino DiVino and Dr. Tihesha Wilson spoke on woman's health.

In April we held our annual meeting at Boccelli's Restaurant. This year we honored past president Edwina Martin, Esq. for her continued support to the organization. Our new board and by law changes were voted. All who attended had a great evening.

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## Suffolk

The year began with the Installation of Officers, Delegates and Directors on **June 20, 2018** at the scenic Windwatch Golf and Country Club, where we joined by Suffolk County Judges, Elected Officials and Officers of the local bar associations, including the Suffolk County Bar Association, Amistad Long Island Black Bar Association and the Huntington Lawyers. Hon. Derrick J. Robinson, Suffolk County District Judge and Acting County Court Justice was the Master of Ceremonies. Hon. Cheryl A. Joseph, Court of Claims Judge and Acting Supreme Court Justice provided the Keynote Address and installed the Officers, Directors and Delegates. The Hon. Theresa A. Whelan, then Supervising Judge and Acting Supreme Court Justice (presently Justice of the Suffolk County Surrogate's Court) installed President, Dawn A. Lott, Esq. as the 35<sup>th</sup> President of the SCWBA. President Lott chosen theme for the year was, "Building Upon Our Greatness Through Creative Collaboration – We're In This Together". To achieve this goal she expressed the continuing need to be a more diverse legal community reflective of the population we serve. She vowed to work collaboratively with other bar associations, including the larger county bar as well as the smaller specialty bar associations. And we were off and running...

On **September 17, 2018**, we kicked off our membership drive with our Annual Membership Cocktail Reception. We featured gift baskets that were raffled and the proceeds benefitted Girls Inc. of Long Island which is an “organization that encourages all girls to be ‘Strong, Smart, and Bold’ through direct service and advocacy. The organization equips girls with the skills to navigate through economic, gender, and social barriers and to grow up as independent individuals.”

The SCWBA along with the Suffolk County Women in the Courts Committee participated in the Making Strides against Breast Cancer Walk on Sunday, **October 28, 2018** in Riverhead at the Suffolk County Community College, Eastern Campus, 121 Speonk Riverhead Road, Riverhead, NY. We were joined by Past SCWBA President Hon. Theresa Whelan.

On **October 30, 2018** we hosted a Pink Ribbon Breast Cancer Awareness Breakfast at the Courtyard by Marriott, 11 Court House Drive, Central Islip where Eileen Pillitteri, Program Manager of the Maurer Foundation for Breast Health Education was the Special Guest Speaker. Ms. Pillitteri reviewed, amongst other things, the 12 “Dirty” fruits and vegetables (ie strawberries, nectarines, potatoes) versus the 15 “Clean” fruits and vegetables (ie sweet corn, papays, mangoes, asparagus). In addition, she shared vital statistics such as breast cancer is the #2 female cancer; is the #2 cause of female deaths (following lung cancer) and the estimated male deaths from breast cancer is 460. All guests practiced detection of various sized and density of lumps using breast molds.

On **November 29, 2018**, we hosted a CLE Program presented by Jennifer Ann Wynne “Tax Controversies 101: Dealing with the IRS and NYS” where attendees learned about the various tools that the IRS and NYS can use against taxpayers such as tax liens, levies, passport revocation, and driver license suspension, along with what options taxpayers have to resolve their tax controversies such as appeals, mediation, payment plans and offers in compromise.

We took a moment to network and enjoy the holiday season with friends and colleagues during our Annual Holiday Party on **December 12, 2018** held at Del Frisco’s Grille in Huntington, NY. Holiday gift baskets were raffled for the benefit of local charity. In addition, we collected gift cards for New Hour For Women and Children LI which provides support for children and mothers during and after incarceration. They provide mothers with parenting skills, work skills, and wellness programs during and after incarceration and “seek to support healthy relationships and end the trauma that children of incarcerated mothers face”.

**January 16, 2019**, the SCWBA provided a CLE program, “Civility and the Exercise of First Amendment Rights on a College Campus: Balancing A School’s Values of Education, Safety and Diversity with A Student’s Right of Free Expression” which addressed, among other things, how Courts must often balance the students’ constitutional rights against the duty of public school officials to maintain an appropriate environment, the Clery Act, Violence Against Women Act and Title IX.

Let’s Go Red...SCWBA in recognition of February as Healthy Heart Month, presented a Health & Fitness Workshop on **February 6, 2019** featuring Yoga For Mental Health by Yoga Instructor, Colleen Nugent where guests enjoyed meditation and various Vinyasa poses; *Benefits of Acupuncture* by Dr. Eun Kyung Bae, L.AC. and “Growing Your Financial Planning Muscles” by AXA Advisors, LLC. In the financial health workshop, participants discovered how insurance could be used to start a business, buy a vacation home or supplement retirement income at any age.

In addition to our monthly programs and events, the SCWBA continued to hold its monthly luncheon networking meetings which included a variety of topics and presenters:

- E-Discovery Basics by Jacquelyn Moran, Esq.
- East End Zoning Update by Nica Strunk, Esq.
- 5 Tips for Working with Family Businesses by Lisë Stewart, Director, Eisner Amper Center for Family Business Excellence
- Pet-Related Issues in Estate Planning by Debra Vey Voda-Hamilton of Hamilton Law & Mediation, PLLC
- Dressing To Connect by Melanie Lippman, Image Consultant
- Suffolk County’s Rise Act by Dawn A. Lott, Esq., Executive Director Suffolk County Human Rights Commission

We successfully redesigned our website and social media sites. In addition, we are happy to report that we maintained our voting delegates.

We will conclude the year with the installation of the new 2019-2020 Officers, Directors and Delegates during our Annual Installation and Judiciary Night on June 10, 2019 at the Stonebridge Country Club in Smithtown, NY from 6pm – 9pm.

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## Thousand Islands

The Thousand Islands Chapter of the Women's Bar Association of the State of New York is proud to have completed its first year as WBASNY's 20<sup>th</sup> chapter. While there are still some kinks we are straightening out along the way, the year has been productive and beneficial to our members. Notably, our membership meetings have been well-attended, usually with one-third to one half of our total membership, and have been a great opportunity for practitioners in our small legal community to get to know and network with attorneys who practice in different areas of the law.

In addition to our regular membership and board meetings, we held our first CLE even in April: Balancing the Scales: Negotiation Strategies for Women, with great thanks to Florina Altshuler of the Western NY chapter for being our guest presenter. As a chapter with only 27 members, our attendance of *nineteen* attorneys at the CLE was a great success. Additionally, we are in the final stages of planning a CLE event in the late summer where we will present the ever-popular one-credit "Wine CLE" followed by a two-hour boat tour of the Thousand Islands on the St. Lawrence River with drinks and refreshments. We hope officers and members of other chapters will join us for that exciting event.

On behalf of the TIWBA Board and membership, I extend sincere gratitude for all the guidance, assistance, and support we have received, and congratulate all the WBASNY officers for a wonderful and successful year.

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## Westchester

In addition to the diverse range of programs, events and CLEs listed below, this year the Westchester Chapter started what proved to be a very successful Mentor Program for students at the Elisabeth Haub School of Law at Pace University. Our numerous volunteer attorney members provided mentorship in a variety of forms to their assigned mentees. The program generated approximately 90 law student members, almost all of whom have already renewed their membership for next year. We are optimistic that this new stream of eager law students will ultimately lead these law students to become full members of our organization upon graduation and after admission to the bar. An informal survey showed that the law students were eager for mentorship, gained valuable knowledge from their mentors, and made important connections through their mentors with others in the Westchester legal community. As a result of the overwhelmingly positive feedback and high demand for mentorship, next year the WWBA will form a Mentorship Committee to continue this program into the future.

### **Westchester Chapter Events for 2018-2019**

June 6, 2018 - WWBA Annual Installation Dinner at Mamaroneck Beach and Yacht Club

June 19, 2018 – Going Cajun BBQ and Blues multi bar networking Event at The Bayou, Mt. Vernon NY

August 9, 2018 – Networking: Cocktails at Red Hat on the River with RCWBA

September 5, 2018 - General Membership Meeting: Implicit Bias is Real: A Candid Discussion on Subconscious Stereotyping with panelists Hon. Shira A. Scheindlin (ret. U.S.D.J. and Of Counsel, Strook, Strook & Lavan), Taa Grays, Esq. (VP and Associate General Counsel Met Life), and Nikki Adame-Winningham, Esq. (Corporate Counsel, Pfizer, Inc.)

September 6, 2018 – WWBA Book Club "The Woman's Hour: The Great Fight to Win the Vote" by Elaine Weiss

September 7, 2018– First Friday Lunch: Support for Women in Professional Transition

September 27, 2018 – New Member Reception and Meet the Officers of the WWBA: A Night of Networking at Brazen Fox, White Plains, NY

September 29, 2018 – Apple Picking, a Wellness family friendly event, at Wilkins Farm

October 2, 2018 – Taxing Problems: How the New Tax Laws will Impact you and your Practice

October 3, 2018 – Membership Drive at Pace Law School common hour

October 3, 2018 - Essential Oils Wellness presentation by Wellness Committee

October 5, 2018– First Friday Lunch: Support for Women in Professional Transition

October 11, 2018 – Networking One Hope Wine Tasting, proceeds to WWBA Foundation

October 16, 2018 – CLE Advocating for Families in Crisis: Navigating the Intersection of Family and Immigration Law

October 18, 2018 – An Evening of Networking with Pace Law Student Mentees and their Mentors at Lilly's

October 18, 2018 – WWBA and JALBCA Lunch and Learn Breast Cancer Awareness seminar

October 21, 2018 - Making Strides Against Breast Cancer - Team Orbach walk

October 29, 2018 - Elder and Health Law CLE NY-FL Snowbirds Estate Planning and Elder Law Considerations

October 29, 2018 – CLE Exploring and Understanding Cultural Competency in the Law

October 30, 2018 – Education Law committee program on Student Residency

November 2, 2018– First Friday Lunch: Support for Women in Professional Transition  
 November 7, 2018 – General Membership Meeting: Women and Money: Are you preparing for the future you want?  
 November 13, 2018 – WWBA Theatre Trip to see “Gloria: A Life”  
 November 14, 2018 – Book Club “Before We Were Yours” by Lisa Wingate  
 November 14, 2018 – “Women in Law and Politics” at Pace Law School with WALs and SBA featuring Andrea Stewart-Cousins, NY Senator, Kitley S. Covill, Westchester County Legislator, Hon. Helen M. Blackwood, A.J.S.C. Westchester County Court, and Hon. Christie D’Alessio, Justice Town of Greenburgh  
 November 27, 2017 – Intro to Zoning Practice  
 December 7, 2018– First Friday Lunch: Support for Women in Professional Transition  
 December 12, 2018 - WWBA Holiday Party  
 January 4, 2019 – First Friday Lunch: Support for Women in Professional Transition  
 January 16, 2019 – WWBA Book Club “Mrs. Sherlock Holmes” by Brad Ricca  
 January 24, 2019 – Paint Night 2019 at Muse Paint Bar  
 February 1, 2019 – First Friday Lunch: Support for Women in Professional Transition  
 February 4, 2019 – Professional Development Panel for Pace Law Students on Courtroom Etiquette and Professionalism featuring Hon. Lisa M. Smith, U.S.M.J., Hon. Judith C. McCarthy, U.S.M.J., Angelia Giannini, Esq., Partner Fontana Giannini LLP, and Kim Berg, Esq., Partner Gould & Berg, LLP  
 February 6, 2019 – General Membership Meeting: Ethics Update 2019 A Review of Conflicts and Other Practice Issues  
 February 11, 2019 – Hearth Healthy Event: Yoga with Wellness Committee  
 March 1, 2019 - Read Across America Celebration at Eugenio Maria de Hostos MicroSociety School in Yonkers  
 March 1, 2019 – First Friday Lunch: Support for Women in Professional Transition  
 March 3, 2019 – family friendly/wellness ice skating event  
 March 13, 2019 – Brown Bag Lunch Series at NY Supreme Court with Hon. Linda S. Jamieson and David F. Everett, J.S.C. presiding in Matrimonial Part  
 March 14, 2019 Pink & Teal – breast and ovarian cancer awareness seminar  
 March 14, 2019 Book Club: “An American Marriage” by Tayari Jones  
 April 4, 2019 General Membership Meeting and Annual Meeting: A Town Hall with Women Leaders in Politics featuring Hon. Andrea Stewart-Cousins, NY Senator/Senate Majority Leader, Hon. Shelley Mayer, NY Senator, and Hon. Catalina Cruz, NY Assemblywoman  
 April 5, 2019 – First Friday Lunch: Support for Women in Professional Transition  
 April 8, 2019 A Night of Networking end of year celebration for Mentors and Mentees  
 April 10, 2019 Brown Bag Lunch Series at NY Supreme Court with Hon. Linda S. Jamieson and Brandon R. Sall, Surrogate Westchester County  
 April 10, 2019 Speed Networking with Pace Law Women’s Association of Law Students  
 April 17, 2019 Emerging Cyber Risks program  
 April 25, 2019 Elder and Health Law Committee 2 credit CLE “The Transition from Adult Guardianship to a Decedent’s Estate”  
 May 2, 2019 Career Satisfaction from Within: Create greater fulfillment in your work and life  
 May 3, 2019 – First Friday Lunch: Support for Women in Professional Transition  
 May 7, 2019 – Disability Accommodations in Courts and Multi-family Residences  
 May 8, 2019 Brown Bag Lunch Series with Hon. Linda S. Jamieson  
 May 10, 2019 – Gender Fairness Essay Contest Awards and Breakfast Ceremony  
 May 13, 2019 - Spouses Houses and Financial Liquidation: The effect of bankruptcy laws on matrimonial and real estate practice  
 May 14, 2019 - Real Property Committee meeting with Guest speaker Chase Welles, Partner SCG Retail  
 May 14, 2019 – participated in Lobby Day  
 May 14, 2019 – Book Club: Madame Fourcade’s Secret War by Lynne Olson  
 May 23, 2019 – Advanced Litigation Issues when Representing Domestic Violence Survivors in Family Court Family Offense Cases  
 May 2019 - WWBA Law Day/Take Your Children to Work Day  
 June 7, 2019 - First Friday Lunch: Support for Women in Professional Transition  
 June 12, 2019 - WWBA Annual Installation Dinner at Mamaroneck Beach and Yacht Club

### **Westchester Chapter Awards Nominations**

**Kim Berg** Above the Bar Award for Leading Civil Rights Attorney June 5, 2018  
**Natalie Sobchak** Above the Bar Award for Most Socially Conscious Attorney June 5, 2018  
**Carol Swidler** Joseph Gagliardi Award  
**Kim Berg** Haywood Burns Memorial Award (NYSBA)  
**Deborah Scalise** Ruth G. Schapiro Memorial Award (NYSBA)  
**Angela Giannini** NYSBA Professionalism Award  
**Hon. Sondra M. Miller** Judith S. Kaye Access to Justice Award (WBASNY)  
**Elizabeth Marcus** Doris Hoffman Outstanding New Lawyer Award (WBASNY)

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## Western New York

The Western New York Chapter has had an outstanding year. At the beginning of the year, we signed on to an invitation to Supreme Court Justice Ruth Bader Ginsburg to speak in Buffalo. Justice Ginsburg has agreed to travel to Buffalo for a number of events co-hosted by the Chapter, UB Law School, the Bar Association of Erie County, and the Minority Bar Association of Western New York on August 26, 2019. In anticipation of this appearance, our Book Club read *My Own Words* by Ruth Bader Ginsburg. We also hosted a screening of the film *On the Basis of Sex*, a film about Justice Ginsburg's early career, followed by lunch.

The Chapter hosted a marquee event, "How to Get Involved in Politics" in February. A recent report by the Erie County Commission on the Status of Women revealed that the number of women representatives has decreased locally. As such, the Chapter rebooted an event we held several years ago to encourage more women to run for office and/or to become more involved in the political process. Close to 30 speakers attended the event, including the Chairs of both the Erie County Democratic Committee and the Erie County Republican Committee, a number of judges, and Assemblymember Monica Wallace, who was inspired to run for office after assisting in organizing the first event when she was a Western Local Director. The speakers gave advice on a number of topics including endorsements, treasury and financial reporting, media, fundraising, resources for women candidates.

Our local Legislative Committee was very active. We hosted a luncheon with Kelli Owens, Director of Women's Affairs for Governor Cuomo's Office, where we discussed *The Report on the Status of Women and Girls in New York State*. The Committee hosted a luncheon with Assemblymember Crystal Peoples-Stokes. We successfully obtained WBASNY's support of upcoming legislation to expand Family Court Judges' ability to issue orders of protection to protect children who suffered severe abuse and neglect in their homes. Our Voter Registration Drive, held on lunch hours for several weeks late last Summer, resulted in dozens of individuals becoming registered to vote for the first time.

The Chapter continued our efforts to give members access to the local judiciary. We hosted monthly Chamber Chats with jurists from the Appellate Division, Fourth Department, the Federal bench, the New York State Supreme Court, Family Court, Erie County Court, Buffalo City Court. This has been a very popular, low cost event. We also hosted five Judge's Choice dinners, where members get the opportunity to attend dinner with a judge in a small group setting at a local restaurant of the judge's choice.

In recognition of the fact that our Chapter's territory includes eight counties of Western New York, we have continued our years long geographic outreach initiatives. We hosted several events in Niagara County, including a happy hour hosted by our Public Sector/Not-for-Profit Attorneys and Criminal Law Committees with Niagara County District Attorney and a Judge's Choice Dinner. These events were very well attended and we gained a stronger foothold in the region. In addition, we have identified an individual in Chautauqua County with whom we hope to make contacts to lay groundwork for Southern expansion of the Chapter and WBASNY.

Our Membership Committee had an active year. Our Chapter's membership numbers increased significantly last year and we were able to maintain that growth. At the beginning of the year, the Committee held a happy hour celebrating the WBASNY New Year and organized "Come Meet the Board of Directors on the Moondance Catamaran," which was a sunset cruise along Buffalo's waterfront. The Committee held its popular "Headshot Happy Hour," where members had the opportunity to sit for hair, makeup, and professional photography.

The Working Parents Committee hosted several networking events for the entire family, starting with a Saturday afternoon picnic. Next, parents and children enjoyed hayrides, face painting, feeding farm animals, and cider and doughnuts with a day at The Great Pumpkin Farm. In the Spring, WBASNY WNY parents and kids cheered on the MAC Conference Champion UB Women's basketball team.

Our Installation event was held at one of the country's first buildings designed by a woman, the Lafayette Hotel. It was a great success with luminaries from the legal community attending. Our Board of Directors was installed by the Hon. Erin Peradotto, Appellate Division, Fourth Department. Awards were presented to Assemblymember Monica Wallace, Chief Executive Officer of the Family Justice Center Mary Travers Murphy, and Managing Attorney at Journey's End Refugee Services Sarah Bertozzi. Thanks to the funds raised at Installation, we were able to offer extensive and varied programming to our members. We were also able to raise funds for the Denman Scholarship, an award to help a graduating law student fund childcare while studying for the Bar examination.

For the tenth year, we hosted "8 Minute Networking", where members and law students pair up at UB Law School. We were thrilled to have members of GRAWA join us for this event. The Diversity Committee offered a CLE on

Pride & Prejudice CLE regarding LGBTQ Cultural Competence and collaborated with Minority Bar Association of WNY on a membership happy hour. In addition to *My Own Words*, our Book Club read *The Nightingale* by Kristen Hannah, listened to the podcast *Dr. Death*, and read *Midnight in the Garden of Good and Evil* in anticipation of Convention in Savannah, Georgia. Our Public Sector/Not-for-Profit Attorneys Committee continued its efforts to present low cost programming, including an innovative Wellness CLE incorporating light yoga and a tour of the Erie County Holding Center. The New Lawyers Committee hosted a woodland hike followed by ice cream, and yoga and brunch. In February, we hosted a Galantine's Celebration where we toasted our Past Presidents and Sustaining Members with champagne at the Angelica Tea Room.

The Judiciary Committee has been hard at work collecting surveys, contacting references, and interviewing judicial candidates in preparation of our judicial ratings. Our ratings will be released in early June 2019.

Inspired by the Promotion Project, the Awards Committee nominated members for recognition including WBASNY awards, *Business First* 40 Under 40 and 30 Under 30, *Super Lawyers*, *Daily Record* Excellence in Law, Buffalo Niagara Partnership ATHENA award, and Bar Association of Erie County awards. The Chapter continued its promotion efforts by posting members' professional accomplishments in its eblasts and on social media.

We have already started laying ground work for the 2019-2020 WBASNY year. The Chapter has formed an ad hoc committee to create and conduct a survey regarding local salary, parental leave policies, and other benefit information in the Western New York legal community. Planning is underway to hold a panel addressing equal pay issues. I look forward to a stellar year under the leadership of incoming President, Elizabeth Fox-Solomon.